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ABSTRACT

This is the sixth and final report of the National Research Council's Committee on the Performance of Military Personnel on the Joint-Service Job Performance Measurement/Enlistment Standards (JPM) Project, a project designed to develop measures of performance for entry-level military jobs so that enlistment standards could be linked to performance on the job. Technical discussions are placed in a policy context, with initial chapters providing a historical introduction and describing the forces influencing military personnel selection. Succeeding chapters review improving job performance criteria for selection tests, developing job performance measures, and conducting personnel testing. Other chapters discuss evaluating job performance measures for reliability, content representativeness, and criterion-related validity. A final chapter discusses management of human resources. The JPM Project has demonstrated that reasonably high quality measures of job performance can be developed, and that relationships between these measures and the Armed Services Vocational Aptitude Battery (ASVAB) are strong enough to justify the ASVAB's use in setting enlistment standards. A coda discusses the JPM Project and accession policy. There is a 168-item list of references and prior committee reports. Appendix A contains a 231-item military service bibliography, and Appendix B contains biographical sketches of 15 contributors. (SLD)